UKIP PARLIAMENTARY RESOURCE UNIT

The GLA Rich List

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This is one in a series of Occasional Papers to be published by the UKIP Parliamentary Resource Unit (UKIP PRU). It is written to support the work of the UKIP Parliamentary party and to contribute to policy debate and development. Views expressed are those of the author and do not necessarily reflect those of Douglas Carswell MP or the policy of UKIP.

This paper makes no assertions about individuals. Information reflects our findings from official sources. We have noted the apparent current occupant of “highest-paid director” positions for general information purposes only and note it is possible that changes may have occurred.

INTRODUCTION

In 2015/16, the Greater London Authority faced a 15% cut to the grant it receives from central government, totalling £29.4 million.[1] In the 2015 Autumn Statement, the Chancellor cut annual central government funding for Transport for London by 20%.[2] The time for belt-tightening, it seems, has arrived. But will the axe be taken to astonishingly high levels of pay?

The GLA pays some of the highest salaries in the public sector. In 2013/14, 80 GLA staff members took home higher pay-packets, including salaries and bonuses, than the Prime Minister. The highest paid GLA employee - Andrew Wolstenholm, the Chief Executive of Crossrail - received £908,719 including salary, bonus, and employer pension contribution.

Politicians regularly criticise high public sector pay such as this but little, if anything, is ever done about it. The usual excuse is the need to 'pay the market rate.' This argument doesn't wash when there is no private market. For city management, the GLA is the only game in town. Who sets the earnings rate for transport officials in London if not TfL? Who sets the earnings rate for policing in the country, if not the Mayor's Office for Policing and Crime in our capital city? Who sets the earnings rate for public sector administration in London, if not City Hall?

If all salaries had been capped at the same level as that paid to the Prime Minister in 2013/14, the saving to the public purse would have been over £3,000,000[3] on base-line salaries alone.

We think it is time the GLA Group prioritised services instead of salaries, and gave London taxpayers better value for money.

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[1] *The Greater London Authority Consolidated Budget and Component Budgets for 2015-16*, March 2015, accessed 13/04/2016 at: <https://www.london.gov.uk/sites/default/files/gla_migrate_files_destination/2015-16%20Final%20Budget.pdf> p.47.
[2] *Ibid*. p.21.
[3] Actual projected saving based on 2014/15 salaries £3,040,790.

I. Excessive pay at the GLA

1. The Mayor of London and Assembly Members

In salaries alone, the cost of the Mayor and London Assembly Members to London taxpayers may not seem excessively extravagant. But the costs multiply when the salaries and expenses of the Mayor's special advisers are factored in as well.

Although the Mayor's salary is set higher than that of the Prime Minister, at £143,911, the current Mayor, Boris Johnson, takes two-thirds less (£47,970) under GLA rules, because he also receives a salary as a Member of Parliament. The Statutory Deputy Mayor Roger Evans AM and the Chair of the Assembly receive £99,188 and £66,168 respectively. Ordinary Assembly Members receive £55,161 per year. Like the Mayor, Assembly Members who are also MPs have their salary abated by two-thirds.

Yet the Mayor can also appoint additional Deputy Mayors and Special Advisors at his discretion, despite having no statutory duty to do so. One of the current Mayor's six Deputy Mayors, his Chief of Staff Sir Edward Lister, is not only paid £153,000 a year, he also claims considerable expenses - a total of £91,209.36 since his appointment in 2011.[4] In recent years, Sir Edward's expenses have included over £8,000 in hotel bills for international travel, and over £5,000 on business dinners and lunches. He also claims back expenses associated with his annual attendance at Conservative Party Conference.

[4] Expenses claimed to 10th March this year

In total, the six non-essential Deputy Mayors cost London taxpayers almost £800,000 a year:

NAME	TITLE	SALARY	EXPENSES CLAIMED 2014-15
Richard Blakeway	Deputy Mayor for Housing, Land and Property	£131,901	£4,990.81
Isabel Dedring	Deputy Mayor for Transport	£131,901	£5,247.68
Stephen Greenhalgh	Deputy Mayor for Policing and Crime	£127,784	£3,394.12
Munira Mirza	Deputy Mayor for Education and Culture	£131,901	£1,306.07
Matthew Pencharz	Deputy Mayor for Environment and Energy	£115,000	£2,146.40

In addition, the current Mayor has hired four 'Mayoral Advisors' on salaries ranging between £20,644 and £131,298, while two salaried 'special appointments' earn £54,000 and £55,181 respectively.

2. City Hall Staff Salaries

In February 2011, Boris Johnson promised to axe the position of chief executive at City Hall as part of a drive to "put every penny we can" into making London an even greater city.[5] Five years on, not much has changed.

City Hall's Chief Executive has been replaced by a Director, who costs taxpayers nearly as much. Former CEO, Leo Boland, held the post on a salary of £205,615. Today, City Hall's Director, Jeff Jacobs, earns £167,567 plus annual employer pension contributions of £20,108.

The process of replacing Leo Boland was expensive too. When he left the GLA, Leo Boland received a £300,000 payoff.[6]

[5] H. Mulholland, "Boris Johnson under fire over excessive city hall pay", *Guardian*, accessed 13/04/2016 at: <http://www.theguardian.com/politics/2011/feb/25/boris-johnson-city-hall-pay>
[6] Ibid.

In 2014-15, Jeff Jacobs was one of four bosses at City hall earning over £150,000 a year, and one of 23 receiving £100,000 plus. In August 2015, 212 staff employed at City Hall received over £50,000 year. [7]

3. Transport for London (TfL)

The greatest offender when it comes to high salaries within the GLA group is undoubtedly TfL. Despite budget cuts and fare increases, more than a hundred TfL executives remain on six-figure salaries.

TfL claims its executive pay scale is reasonable. In 2013, a TfL spokesman told the BBC: "The total remuneration of the Commissioner and chief officers remains at the lower end of that paid for similar jobs elsewhere in the transport and related industries where TfL competes with the private sector for high-quality staff."[8]

This claim is difficult to believe. 2014-15 statistics show 174 TfL staff still earn over £100,000 a year.

Moreover, because of a deal with trade unions, all TfL jobs go to internal candidates first. Since TfL has not held a public recruitment campaign since 2008, there is no 'market test' for pay scales. However, the following table, comparing TfL salaries with average London salaries for similar positions, would suggest pay is inflated.

TfL Position	**TfL Salary**	**Average London Salary[9]**
Senior Commercial Manager	£102,500	£55,000
Legal Manager	£102,500	£64,437
Head of HR	£107,500	£65,174
Programme Manager	£107,500	£70,000
Programme Director	£122,500	£80,000
Chief Operating Officer	£182,500	£134,999

TfL has also faced allegations of cronyism, dating back to Mayor Ken Livingstone's appointment of former CIA-man Bob Kiley to the posts of Commissioner of Transport

[7] Numbers of GLA staff earning £50,000 or more by salary band, August 2015, accessed 13/04/2016 at: <https://www.london.gov.uk/about-us/greater-london-authority-gla/spending-money-wisely/salaries-expenses-benefits-and-workfor-0>
[8] "More than 300 TfL staff earn £100k", *BBC News*, 26 June 2013, accessed 13/04/2016 at: <http://www.bbc.co.uk/news/uk-england-london-23064030>
[9] Average salaries taken from information provided by Glassdoor or Payscale Human Capital

for London and Chairman of London Regional Transport in 2001. Kiley was employed on a £2 million salary package, and given the use of a luxury Belgravia townhouse bought especially for him, at a cost of another £2 million. He also hired a number of American associates to fill TfL's senior positions, all of them on six-figure remuneration packages, as well as generous accommodation and relocation allowances of up to £1600 a week. He also hired external consultants, including one of his neighbours in Martha's Vineyard, who charged more than £1,000 a day to study policing of London's buses and bus lanes. [10]

Although Kiley left TfL in July 2006, he left behind a legacy of extravagant pay at the top level. By 2013, his successor, Sir Peter Hendy, earned £332,452 in basic pay alone, and was awarded almost the same amount again – £320,000 - as a bonus for his work during the Olympics.[11]

Yet perks at TfL are not limited to senior executives. According to the TfL website, all TfL employees receive free travel for themselves and a nominated partner or family member. This benefit alone is worth up to £8,024 based on current annual Travelcard prices. TfL employees are also eligible for discounts on Eurostar travel and a 75% discount on a National Rail season ticket.

4. The London Fire and Emergency Planning Authority (LFEPA) and the Metropolitan Police

The GLA's high-pay culture extends to police and fire brigade chiefs too. In 2014-15, four bosses within the fire brigade, and four within the Metropolitan Police, were paid £100,000 or more. The current Fire Commissioner Ron Dobson was paid £162,257 last year, eight times more than the lowest-paid staff member at the Fire Brigade on £19,444. The chief of the Metropolitan Police, Sir Bernard Hogan-Howe earned £281,273,[12] seven times more than regular police officers who are paid £39,000.

[10] A. Barnett, R. Beam, "High cost of Kiley's 'band of cronies'", *Guardian*, accessed 13/04/2016 at: <http://www.theguardian.com/politics/2002/sep/15/london.transport>

[11] M. Beard, "Olympic success earns TfL chief Sir Peter Hendy £650,000 as bonuses are paid", *Evening Standard*, 26 June 2013, accessed 13/04/2016 at: <http://www.standard.co.uk/news/transport/olympic-success-earns-tfl-chief-sir-peter-hendy-650000-as-bonuses-are-paid-8674433.html>

[12] The Commissioner is not paid by the GLA but by the Home Office

II. Recommendations

We believe taxpayers' money should be spent responsibly and sparingly, and that the GLA is failing to do this. This is typical within the public sector: figures from the Office of National Statistics on Hours and Earnings from November 2015 show public sector pay has grown faster than pay in the private sector, rising by 1.8 per cent in the former, compared to 1.6 per cent in the latter. Public sector workers now earn £588.90 per week on average, compared to just £501.20 in the private sector - a gap of £87.70 or over £4,500 per year.[13] Yet employees generally in the public sector enjoy better pensions, take more sick leave; strike more; and work less than the private sector.

Given the budget cuts it is facing, the GLA could and should take the lead and cut excessive rates of pay.

We recommend that the GLA Group:

1. Radically rethinks its attitude to pay, recognises that it sets rate for salaries in the public sector in London, and stops using the bogus "market rate" argument to justify excessively high pay scales.

2. Aims to cut back salaries over time so they better reflect London averages for comparable positions.

3. Freezes salaries for all departmental heads and reviews pay downwards when positions become vacant.

4. Ends its 'bonus culture.' Already highly paid executives should not receive additional fees for doing their job to the standard expected of them.

5. Drafts all new contracts to ensure payment of 'golden hellos' for new appointments and 'golden handshakes' to leaving employees become a thing of the past.

6. Aims over time to ensure no GLA employee earns more than the Prime Minister.

[13] H. Fairhead, "Public sector pay outstrips private sector", Taxpayers' Alliance, 19 November 2015, accessed 13/04/2016 at: <http://www.taxpayersalliance.com/public_sector_pay_outstrips_private_sector>

7. Saves money by scrapping unelected Deputy Mayors and brings to an end the practice of appointing GLA Assembly Members to paid posts.

8. Ends taxpayer-funded foreign junkets, ‘fact-finding missions,’ and other non-essential trips

9. Reduces the cost and number of paid advisors

   and

10. We also recommend that TfL ends the practice of running a ‘closed shop’ for appointments and advertises all job vacancies externally.

The GLA Rich List in full[14]

Ranking (by overall cost)	Position	Institution	Sub Institution	Overall cost	Salary	Bonus (from 2013/14)	Employer pension contributions	Overall expenses cost	Name
1	Chief Executive	Crossrail Ltd.		910104	514621	358848	35250	1385	Wolstenholme
2	(Former) Deputy Commissioner	LFEPA		549467	166370		25274	357823	Dexter
3	Commissioner	TfL		494999	347500			147499.5	Hendy
4	Finance Director	Crossrail Ltd.		457763	264231	156897	35250	1385	Allen
5	Managing Director - London Underground & Rail	TfL		364999	287500			77499.5	Brown
6	Managing Director - Surface Transport	TfL		349999	277500			72499.5	Daniels
7	Managing Director - Finance	TfL		344999	272500			72499.5	Allen
8	Commercial Director	Crossrail Ltd.		307333	170329	101130	35250	624	Buck
9	General Counsel	TfL		294999	237500			57499.5	Carter

[14] All information is sourced from official, publicly available documents, including the GLA Statement of Accounts and TfL Annual Reports.

10	Programme Director	TfL		294999	267500			27499.5	Devlin
11	Talent and Resources Director	Crossrail Ltd.		293607	219607	42490	29730	1780	Todd
12	Managing Director - Customer Experience, Marketing & Communications	TfL		289999	227500			62499.5	Everitt
13	Director of Capital Programmes	TfL		289999	252500			37499.5	Waboso
14	Delivery Manager	TfL		287500	287500			0	Gaudette
15	(Former) Chief Operating Officer, Rail & Underground	Crossrail Ltd.		282281	216890	41800	22559	1032	Hufton
16	Managing Director of Planning	TfL		274999	222500			52499.5	Dix
17	Technical Director	Crossrail Ltd.		273141	202952	33554	35250	1385	Sexton
18	Legal Services Director & Company Secretary	Crossrail Ltd.		261731	160225	62189	37932	1385	Fell
19	Health & Safety Director	Crossrail Ltd.		261253	195320	29298	35250	1385	Hails
20	Programme Director	TfL		254999	202500			52499.5	Harvey
21	Director of Operations, Crossrail	Crossrail Ltd.		252514	190774	30625	29730	1385	Smith

22	Chief Operating Officer	TfL		252500	252500			0	Brown
23	Non-exec Chairman	Crossrail Ltd.		251385	250000			1385	Morgan
24	Land and Property Director	Crossrail Ltd.		246336	175216	34485	35250	1385	Lindsay
25	(Former) Director of Employee Relations, London Underground	Crossrail Ltd.		227443	20661	22540	394	183848	Duffy
26	Programme Director	Crossrail Ltd.		224534	204874		18667	993	Wright
27	Finance Operations Director	Crossrail Ltd.		218299	157988	23676	35250	1385	Flanagan
28	Chief Operating Officer - Surface Transport	TfL		214999	182500			32499.5	Emmerson
29	Director of Strategy & Service Development	TfL		214999	182500			32499.5	Powell
30	HR Director	TfL		214999	182500			32499.5	Riley
31	Chief Operating Officer	TfL		204999	172500			32499.5	Smith
32	Head of Retail	TfL		201499	147500	52500		1499.5	name withheld
33	Head of Engineering	TfL		194999	172500			22499.5	Thomas

34	(Former) Programme Director	Crossrail Ltd.		191960	99024	82320	10216	400	Mitchell
35	Commercial Director Rail & Underground	TfL		189999	162500			27499.5	Atkins
36	Chief Finance Officer	TfL		189999	162500			27499.5	Pollins
37	Director of Pensions & Reward	TfL		189999	162500			27499.5	Field
38	Head of Paid Service and Executive Director of Communities and Intelligence	GLA	Head of Paid Service	187675	167567		20108	0	Jacobs
39	Marketing Director	TfL		184999	152500			32499.5	Macleod
40	Business Transformation Director	TfL		184999	162500			22499.5	Strzelecki
41	Chief Information Officer - TfL	TfL		184999	162500			22499.5	Townsend
42	Director of Commercial	TfL		184999	162500			22499.5	Quincey
43	Executive Director - Housing and Land	GLA	Housing and Land	182581	162992		19589	0	Lunts
44	Director of Customer Experience	TfL		182500	182500			0	Verma
45	Operations Director	TfL		182500	182500			0	White

46	Director of Group Treasury	TfL		179999	152500			27499.5	Kilonback
47	Director of Legal	TfL		179999	152500			27499.5	Clarke
48	Operations Director	TfL		179999	152500			27499.5	Holness
49	Director of Finance and Contractual Services and S127 Officer	LFEPA		176683	153489		22870	324	name withheld
50	Director of Commercial Development	TfL		174999	152500			22499.5	Craig
51	Head of Programme	TfL		174999	162500			12499.5	Flynn
52	Director of Commercial Line Upgrades	TfL		172500	172500			0	Rowark
53	Programme Director	TfL		171499	142500	27500		1499.5	name withheld
54	Director of Major Programme Sponsorship	TfL		171499	147500	22500		1499.5	name withheld
55	Chief of Staff and Deputy Mayor for Planning	GLA	Mayoral Team	168924	150825		18099	0	Lister
56	Director of Buses	TfL		166499	137500	27500		1499.5	name withheld
57	Director of Transport Strategy & Plan	TfL		166499	137500	27500		1499.5	name withheld

58	Chief Operating Officer	MOPAC		165000	165000			0	Bailey
59	Mayoral Advisor on Tottenham and Deputy Chair of the London Legacy Development Corporation	GLA	GLA Staff	163293	145797		17496	0	Coleman
60	Strategic Advisor to the Commissioner	LFEPA		162564	87229		12997	62338	name withheld
61	Director of Road Space Management	TfL		161499	137500	22500		1499.5	name withheld
62	Director, London Rail	TfL		161499	142500	17500		1499.5	name withheld
63	Senior Principal	TfL		161499	142500	17500		1499.5	name withheld
64	Director of Asset Management	TfL		159999	137500	22500		0	name withheld
65	Director of Strategy and Planning	TfL		159999	137500	22500		0	name withheld
66	Executive Director - Resources	GLA	Resources	159239	142178		17061	0	Clarke
67	Operations Director	TfL		156499	147500	7500		1499.5	name withheld
68	Director of Internal Audit	TfL		155499	132500	22500		500	name withheld

69	Director of Finance, Rail & Underground	TfL		155499	137500	17500		500	name withheld
70	Head of Capital Projects Finance	TfL		155499	137500	17500		500	name withheld
71	Director of Enforcement & On Street Operations	TfL		154999	132500	22500		0	name withheld
72	Director of Health Safety Environment	TfL		154999	137500	17500		0	name withheld
73	Mayor	GLA		154946	143911			0	Johnson
74	Head of Centre of Excellence	TfL		152499	137500	12500		2499.5	name withheld
75	Head of Asset Performance - SSL	TfL		151499	142500	7500		1499.5	name withheld
76	Executive Director - Development, Enterprise and Environment	GLA	Development, Enterprise and Environment	150686	133625		17061	0	Fletcher-Smith
77	Director of Operational Resilience and Training	LFEPA		149659	123005		24461	2193	name withheld
78	Asset and Operational Support Director	TfL		148000	147500			500	name withheld
79	Head of Programme	TfL		147500	147500			0	name withheld
80	Director of Projects & Programmes	TfL		146499	122500	22500		1499.5	name withheld

81	Programme Director	TfL		146499	122500	22500		1499.5	name withheld
82	Delivery Manager	TfL		146499	132500	12500		1499.5	name withheld
83	Deputy Mayor for Housing Land and Property	GLA	Mayoral Team	146245	130672		15573	0	Blakeway
84	Deputy Mayor for Education and Culture	GLA	Mayoral Team	145345	129772		15573	0	Mirza
85	Director of Communications and External Affairs	GLA	Mayoral Team	145345	129772		15573	0	Walden
86	Executive Director	GLA	GLA Secretariat	145300	129772		15528	0	Roberts
87	Senior Operations Manager	TfL		144999	122500	22500		0	name withheld
88	Director Borough Planning	TfL		144999	127500	17500		0	name withheld
89	Mayor's Chief Economic Advisor	GLA	Mayoral Team	144680	129179		15501	0	Gerard
90	Director of HR	TfL		143000	142500			500	name withheld
91	Senior Commercial Manager	TfL		141499	117500	22500		1499.5	name withheld
92	Senior Principal	TfL		141499	122500	17500		1499.5	name withheld

93	Director of Customer Strategy	TfL		141499	127500	12500		1499.5	name withheld
94	Head of Infrastructure	TfL		141499	127500	12500		1499.5	name withheld
95	Director of News	TfL		140499	117500	22500		500	name withheld
96	Head of Commercial	TfL		138499	122500	12500		3499.5	name withheld
97	Director, London Overground	TfL		136499	122500	12500		1499.5	name withheld
98	Head of Engineering	TfL		136499	122500	12500		1499.5	name withheld
99	Head of Operational Property	TfL		136499	122500	12500		1499.5	name withheld
100	Director of Finance Surface Transport	TfL		136499	127500	7500		1499.5	name withheld
101	Senior Commercial Manager	TfL		136499	127500	7500		1499.5	name withheld
102	Assistant Treasurer	TfL		134999	112500	22500		0	name withheld
103	Head of Asset Performance - BCV	TfL		132499	117500	12500		2499.5	name withheld
104	Head of Business Development	TfL		132499	117500	12500		2499.5	name withheld

105	Head of Infrastructure Access	TfL		132499	117500	12500		2499.5	name withheld
106	Deputy Mayor for Transport	GLA	Mayoral Team	131901	131901			0	Dedring
107	Head of Legal Specialism	TfL		131499	117500	12500		1499.5	name withheld
108	Head of Corporate Business Finance	TfL		131499	122500	7500		1499.5	name withheld
109	Head of Occupational Health	TfL		130500	127500	2500		500	name withheld
110	Head of Legal Specialism	TfL		130499	117500	12500		500	name withheld
111	Head of Group Financial Accounting	TfL		130499	122500	7500		500	name withheld
112	Assistant Director - Regeneration	GLA	Development, Enterprise and Environment	129804	115737		14067	0	Jackson
113	Programme Delivery Manager	TfL		129499	117500	7500		4499.5	name withheld
114	(Former) Chief Finance Officer	Crossrail Ltd.		128178	88279	25000	14899	0	Goldstone
115	Head of Asset Strategy & Investment	TfL		127499	117500	7500		2499.5	name withheld
116	Head of Planning and Performance	TfL		127499	117500	7500		2499.5	name withheld

117	Senior Operations Manager	TfL		126499	107500	17500		1499.5	name withheld
118	Director of Employees Communications and Engagement	TfL		126499	112500	12500		1499.5	name withheld
119	Head of ICT Upgrades	TfL		126499	112500	12500		1499.5	name withheld
120	Head of Technical Discipline	TfL		126499	112500	12500		1499.5	name withheld
121	Director of Docklands Light Railway	TfL		126499	117500	7500		1499.5	name withheld
122	Engineering Manager	TfL		126499	117500	7500		1499.5	name withheld
123	Head of Commercial	TfL		126499	117500	7500		1499.5	name withheld
124	Head of Legal Specialism	TfL		126499	117500	7500		1499.5	name withheld
125	Assistant Director - Health & Communities	GLA	Communities and Intelligence	126304	112771		13533	0	Coyle
126	Assistant Director - Human Resources & Organisational Development	GLA	Resources	126304	112771		13533	0	Carter
127	Assistant Director - Group Finance	GLA	Resources	126304	112771		13533	0	Gallie

128	Programme Manager	TfL		125499	107500	17500		500	name withheld
129	Senior Treasury Manager	TfL		125499	112500	12500		500	name withheld
130	Head of Legal Specialism	TfL		125499	117500	7500		500	name withheld
131	Head of Legal Specialism	TfL		125499	117500	7500		500	name withheld
132	Head of Legal Specialism	TfL		125499	117500	7500		500	name withheld
133	Assembly Member	GLA		124824	54270			309	Malthouse
134	Director of Service Operations	TfL		122500	122500			0	name withheld
135	Senior Operations Manager	TfL		121499	102500	17500		1499.5	name withheld
136	Senior Operations Manager	TfL		121499	102500	17500		1499.5	name withheld
137	Senior Operations Manager	TfL		121499	102500	17500		1499.5	name withheld
138	Senior Operations Manager	TfL		121499	102500	17500		1499.5	name withheld
139	Head of Transformation	TfL		121499	107500	12500		1499.5	name withheld

140	Programme Manager	TfL		121499	107500	12500		1499.5	name withheld
141	Senior Property Development Manager	TfL		121499	107500	12500		1499.5	name withheld
142	Head of Command and Control	TfL		121499	112500	7500		1499.5	name withheld
143	Head of Commercial Rail	TfL		121499	112500	7500		1499.5	name withheld
144	TDM Programme Director	TfL		121499	112500	7500		1499.5	name withheld
145	Head of Scrutiny & Investigations	GLA	GLA Secretariat	121399	108392		13007	0	Smith
146	Assistant Director - Planning	GLA	Development, Enterprise and Environment	121399	108392		13007	0	Murray
147	Assistant Director - Programme, Policy & Services	GLA	Housing and Land	121399	108392		13007	0	Ratcliff
148	Assistant Director - Strategic Projects and Property	GLA	Housing and Land	121399	108392		13007	0	Powell
149	Head of Programme	TfL		120500	117500	2500		500	name withheld
150	Head of Projects & Accommodation	TfL		120499	107500	12500		500	name withheld
151	Head of Commercial	TfL		120499	112500	7500		500	name withheld

152	Head of Engineering	TfL		120499	112500	7500		500	name withheld
153	Assistant Director - Economic and Business Policy	GLA	Development, Enterprise and Environment	120135	107841		12294	0	Kleinman
154	Head of Transport Planning	TfL		119999	112500	7500		0	name withheld
155	Head of Committee & Member Services	GLA	GLA Secretariat	119015	106263		12752	0	Williams
156	Head of Engineering	TfL		117499	107500	7500		2499.5	name withheld
157	Head of HR	TfL		117499	107500	7500		2499.5	name withheld
158	Senior Employee Relations Manager	TfL		117499	107500	7500		2499.5	name withheld
159	Head of Strategy & Business Planning	TfL		116499	102500	12500		1499.5	name withheld
160	IM Head of Integration	TfL		116499	102500	12500		1499.5	name withheld
161	Head of Commercial	TfL		116499	107500	7500		1499.5	name withheld
162	Head of Commercial	TfL		116499	107500	7500		1499.5	name withheld
163	Head of Employee Relations & Engagement	TfL		116499	107500	7500		1499.5	name withheld

164	Head of Engineering	TfL		116499	107500	7500		1499.5	name withheld
165	Head of Group Insurance	TfL		116499	107500	7500		1499.5	name withheld
166	Head of Revenue Policies	TfL		116499	107500	7500		1499.5	name withheld
167	Head of TfL PMO	TfL		116499	107500	7500		1499.5	name withheld
168	Head of Delivery Planning	TfL		115499	107500	7500		500	name withheld
169	Legal Manager	TfL		115499	107500	7500		500	name withheld
170	Legal Manager	TfL		115499	107500	7500		500	name withheld
171	Programme Director	TfL		115499	107500	7500		500	name withheld
172	Director of Integrated Offender Management, Programmes and Neighbourhoods	MOPAC		115000	115000			0	Snelling
173	Head of Commercial	TfL		112500	112500			0	name withheld
174	Head of Financial Services Centre	TfL		112500	112500			0	name withheld

175	Programme Engineering Manager	TfL		112500	112500			0	name withheld
176	HSE General Manager	TfL		111499	107500	2500		1499.5	name withheld
177	Deputy Director – Enforcement and On-Street	TfL		111499	102500	7500		1499.5	name withheld
178	Deputy Director Engineering - Crossrail & Overground	TfL		111499	102500	7500		1499.5	name withheld
179	Director of London Trams	TfL		111499	102500	7500		1499.5	name withheld
180	Head of Analytics	TfL		111499	102500	7500		1499.5	name withheld
181	Head of Central Finance & Planning	TfL		111499	102500	7500		1499.5	name withheld
182	Head of Engineering	TfL		111499	102500	7500		1499.5	name withheld
183	Head of Group Tax	TfL		111499	102500	7500		1499.5	name withheld
184	Head of HR Services	TfL		111499	102500	7500		1499.5	name withheld
185	Head of Infrastructure Management	TfL		111499	102500	7500		1499.5	name withheld
186	IM Head of Performance and Compliance	TfL		111499	102500	7500		1499.5	name withheld

187	IM Operational Design Authority	TfL		111499	102500	7500		1499.5	name withheld
188	Legal Manager	TfL		111499	102500	7500		1499.5	name withheld
189	Legal Manager	TfL		111499	102500	7500		1499.5	name withheld
190	Principal	TfL		111499	102500	7500		1499.5	name withheld
191	Programme Manager	TfL		111499	102500	7500		1499.5	name withheld
192	Senior Commercial Manager	TfL		111499	102500	7500		1499.5	name withheld
193	Senior Discipline Engineer	TfL		110500	107500	2500		500	name withheld
194	Area Infrastructure Manager	TfL		110499	102500	7500		500	name withheld
195	Deputy Director Operations - Crossrail & Overground	TfL		110499	102500	7500		500	name withheld
196	IM Head of Project Delivery	TfL		110499	102500	7500		500	name withheld
197	Legal Manager	TfL		110499	102500	7500		500	name withheld
198	Head of Borough Projects & Programmes	TfL		109999	102500	7500		0	name withheld

199	Head of Engineering	TfL		109999	102500	7500		0	name withheld
200	Head of Network Development	TfL		109999	102500	7500		0	name withheld
201	Head of Technical Assurance	TfL		109999	102500	7500		0	name withheld
202	TfL HS2 Interface Lead Sponsor	TfL		109999	102500	7500		0	name withheld
203	Assistant Director - External Relations	GLA	External Affairs	109650	97742		11908	0	Strain
204	Head of Performance and Project Controls	TfL		107500	107500			0	name withheld
205	IM Head of Infrastructure Services	TfL		107500	107500			0	name withheld
206	Deputy Mayor for Environment & Energy	GLA	Mayoral Team	107017	95440		11577	0	Pencharz
207	Assistant Director - Intelligence and Analysis	GLA	Communities and Intelligence	107006	95541		11465	0	Collinge
208	Professional Head	TfL		106499	102500	2500		1499.5	name withheld
209	Senior Commercial Manager	TfL		106499	102500	2500		1499.5	name withheld
210	Principal Discipline Engineer	TfL		105500	102500	2500		500	name withheld

211	Head of Crossrail Joint Sponsor Team	TfL		105000	102500	2500		0	name withheld
212	Director of Strategy	MOPAC		103500	103500			0	Lawrence
213	IM Infrastructure Manager	TfL		102500	102500			0	name withheld
214	Lead Sponsor	TfL		102500	102500			0	name withheld
215	Commissioner	LFEPA		102274	102274			0	Dobson
216	Director of Audit, Risk and Assurance	MOPAC		100000	100000			0	Norgrove
217	Deputy Mayor	GLA		99875	97587			2288	Borwick
218	Head of Facilities Management	GLA	Resources	99715	89031		10684	0	Grinter
219	European Programmes Director	GLA	Resources	97776	87348		10428	0	Conway
220	Head of Area - North East	GLA	Housing and Land	97326	86898		10428	0	Duncan
221	Head of Financial Services	GLA	Resources	97326	86898		10428	0	Wilson
222	Head of Information Technology	GLA	Resources	93997	83974		10023	0	Munn

223	Head of Governance & Resilience	GLA	Head of Paid Service	93547	83524		10023	0	Middleton
224	Head of Area - North West	GLA	Housing and Land	91712	81886		9826	0	Taylor
225	Head of Strategic Finance and Resource Management	MOPAC		90674	90674			0	Cowell
226	IT Director	Crossrail Ltd.		90556	88984		773	799	Turner
227	Assistant Director - Team London	GLA	Communities and Intelligence	90374	80691		9683	0	Cramp
228	Assistant Director - Environment	GLA	Development, Enterprise and Environment	87189	77853		9336	0	Feehily
229	Head of Transport	GLA	Development, Enterprise and Environment	86351	77099		9252	0	Steer
230	Head of Legal and Democratic Services Monitoring Officer	LFEPA		85630	85630			0	name withheld
231	Head of Area - South	GLA	Housing and Land	80526	71898		8628	0	Owen
232	Head of Media (Mayor's Press Office)	GLA	External Affairs	78938	70480		8458	0	Hart
233	Commercial Director	Crossrail Ltd.		77460	70000		7000	460	Grammer
234	Mayor's Senior Advisor for Team London, Volunteering,	GLA	Mayoral Team	77182	77182			0	Wadley

	Charities and Sponsorship								
235	Head of Strategy and Corporate Planning	MOPAC		76794	76794			0	Hales
236	Head of Service	MOPAC		76794	76794			0	Cunningham
237	(Former) Head of Programme ATC	Crossrail Ltd.		75741	54940	15337	4079	1385	Laird
238	Head of Public and Community Engagement	GLA	External Affairs	70481	70481			0	Igbokwe
239	Head of Engagement	MOPAC		66335	66335			0	Plummer
240	Head of Audit and Assurance (Risk Management)	MOPAC		66335	66335			0	Esling
241	Head of Audit and Assurance (Operational Review and Standards)	MOPAC		66335	66335			0	Heaphy
242	Head Of Operational Oversight	MOPAC		66335	66335			0	Merrett
243	Head of Organisational Development	MOPAC		66335	66335			0	Hays
244	Communications Account Manager	MOPAC		66335	66335			0	Rowan
245	Head of MPS Workforce & Professional Standards	MOPAC		66335	66335			0	Leffers

246	Research Manager	MOPAC		66335	66335			0	Dawson
247	Assembly Member	GLA		66114	54270			2288	Evans
248	Mayor's Cycling Commissioner	GLA	Mayoral Team	65283	58337		6946	0	Gilligan
249	Head of Performance	Crossrail Ltd.		60146	54353		5333	460	Warren
250	Stations Delivery Officer	Crossrail Ltd.		59989	54491		5498	0	Pickard
251	Assembly Member	GLA		57344	54270			1800	Johnson
252	Senior Programme Manager	MOPAC		56750	56750			0	Abrams
253	Senior Programme Manager	MOPAC		56750	56750			0	name withheld
254	Senior Programme Manager	MOPAC		56750	56750			0	name withheld
255	Senior Programme Manager	MOPAC		56750	56750			0	Burnham
256	Offender Management - Senior Policy Manager	MOPAC		56750	56750			0	name withheld
257	Principal Advisor to the Deputy Mayor for Policing and Crime	MOPAC		56750	56750			0	Gibbs

258	Audit Manager	MOPAC		56750	56750			0	Woodley
259	Audit Manager	MOPAC		56750	56750			0	name withheld
260	Audit Manager	MOPAC		56750	56750			0	name withheld
261	Audit Manager	MOPAC		56750	56750			0	name withheld
262	Audit Manager	MOPAC		56750	56750			0	Gohil
263	Counter Fraud Manager	MOPAC		56750	56750			0	name withheld
264	Counter Fraud Manager	MOPAC		56750	56750			0	Walker
265	Company Secretary	MOPAC		56750	56750			0	Okutubo
266	Strategic Resource and Finance Management Accountant	MOPAC		56750	56750			0	Anderson
267	Strategic Resource and Finance Management Accountant	MOPAC		56750	56750			0	Richardson
268	Assembly Member	GLA		56638	54270			2368	Twycross
269	Assembly Member	GLA		56571	54270			2301	Qureshi

270	Assembly Member	GLA		56558	54270			2288	Arbour
271	Assembly Member	GLA		56558	54270			2288	Arnold
272	Assembly Member	GLA		56558	54270			2288	Bacon
273	Assembly Member	GLA		56558	54270			2395	Biggs
274	Assembly Member	GLA		56558	54270			2288	Cleverly
275	Assembly Member	GLA		56558	54270			2288	Copley
276	Assembly Member	GLA		56558	54270			2655	Duvall
277	Assembly Member	GLA		56558	54270			2288	Knight
278	Assembly Member	GLA		56558	54270			2288	O'Connell
279	Assembly Member	GLA		56558	54270			2288	Pidgeon
280	Assembly Member	GLA		56558	54270			2288	Sahota
281	Assembly Member	GLA		56406	54270			2136	McCartney

282	Assembly Member	GLA		56070	54270			1800	Shawcross
283	Assembly Member	GLA		54314	54270			44	Jones
284	Assembly Member	GLA		54270	54270			0	Boff
285	Assembly Member	GLA		54270	54270			0	Dismore
286	Assembly Member	GLA		54270	54270			0	Gavron
287	Assembly Member	GLA		54270	54270			0	Shah
288	Assembly Member	GLA		54270	54270			0	Tracey
289	Head of Area - South	GLA	Housing and Land	51752	46207		5545	0	Juman
290	Acting Director of Operational Resilience and Training	LFEPA		41364	36000		5364	0	name withheld
291	Senior Advisor - Mentoring	GLA	Mayoral Team	22748	20311		2437	0	Lewis